

WHAT IS CLAIMED IS:

1. A method for determining candidates to interview, said method comprising the steps of:

generating a database including at least one characteristic for each individual;

normalizing the characteristics;

displaying results for each individual based on the normalized characteristics; and

selecting at least one candidate to interview.

2. A method in accordance with Claim 1 wherein the database includes at least one of analytical ability, self-confidence, initiative, change orientation, and interpersonal skills, said method further comprising the step of gathering the information for the database.

3. A method in accordance with Claim 1 wherein the step of normalizing the characteristics further comprises the steps of:

obtaining pre-determined desired qualities associated with each characteristic; and

normalizing characteristics of each candidate with the pre-determined desired qualities associated with each characteristic.

4. A method in accordance with Claim 1 wherein said step of ranking each individual further comprises the steps of:

summing the normalized characteristics of each candidate; and

dividing the sum total of the normalized characteristics by a pre-determined value representing a total amount possible.

5. A method in accordance with Claim 1 further comprising the step of displaying the results of the candidates in at least one of a tabular output format and a graphical output format.

6. A selection system for determining candidates to interview, said system comprising:

a database comprising at least one characteristic for each candidate;

a processor programmed to:

normalize the characteristics; and

display results for each candidate based on normalized characteristics.

7. A selection system in accordance with Claim 6 wherein said database comprises at least one of analytical ability, self-confidence, initiative, change orientation, and interpersonal skills.

8. A selection system in accordance with Claim 6 wherein to normalize the characteristics, said processor programmed to:

obtain pre-determined desired qualities associated with each characteristic; and

normalize characteristics of each candidate to desired known qualities associated with each characteristic.

9. A selection system in accordance with Claim 6 wherein said processor programmed to:

rank each candidate based on normalized characteristics; and

sum the normalized characteristics of each candidate.

10. A selection system in accordance with Claim 9 wherein to rank each candidate based on normalized characteristics, said processor further programmed to divide the sum total of all normalized characteristics by an amount representing a pre-determined possible total.

11. A selection system in accordance with Claim 6 wherein to display results of each candidate, said processor further programmed to display results in at least one of a tabular output format and a graphical output format.

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comprising:

12. Apparatus for screening candidates to interview, said apparatus

a processor comprising a memory and programmed to:
generate a database comprising at least one characteristic for each
candidate;
normalize the characteristics; and
display results for each candidate based on normalized characteristics.

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13. Apparatus in accordance with Claim 12 wherein said database
comprises at least one of analytical ability, self-confidence, initiative, change
orientation, and interpersonal skills.

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14. Apparatus in accordance with Claim 12 wherein to normalize the
characteristics, said processor further programmed with pre-determined desired
qualities associated with each characteristic.

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15. Apparatus in accordance with Claim 12 wherein to normalize the
characteristics, said processor further programmed to normalize candidate
characteristics with known qualities associated with each characteristic.

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16. Apparatus in accordance with Claim 12 wherein to rank each
candidate, said processor further programmed to:
sum the normalized characteristics of each candidate; and
divide the sum total of the normalized characteristics by an amount
representing a pre-determined possible total.

17. Apparatus in accordance with Claim 16 wherein said processor
further programmed to display results of each candidate in a tabular output format.

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18. Apparatus in accordance with Claim 16 wherein said processor
further programmed to display results of each candidate in a graphical output format.